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ABSTRACT

This longitudinal study indicates that educational reform and economic performance are indivisible. The first part of the study examines job growth or decline by type of job between 1972 and 1985 by county and ranks the counties based on their performance during the 13-year period. The second part of the study examines the relationship between the increase or decline of certain jobs by county with the state "report cards" issued by the high schools in each of the counties. The following conclusions are reported: (1) the economy is languishing in most counties as the state attempts to adjust to the global economic competition that has destroyed the manufacturing sector; (2) the restructuring of the world economy has led to an increased demand for a literate work force to staff the expanding service sector of information-based industries and has also led to increased need for sophisticated, highly educated workers to fill jobs in the high technology industries; (3) the few counties that have fared well in this economic restructuring also have school systems that have attained high achievement scores on national tests; (4) Cook County, Peoria County, Madison County, and St. Clair County have done poorly in both job growth and school performance; (5) Cook County has performed dismally in job development; (6) Cook County schools have the highest dropout rates in the state; and (7) the majority of students graduating from Cook County high schools have not performed well enough on the American College Testing (ACT) Program to gain entrance into the vast majority of four-year colleges in the state. Sixteen tables of statistical data are included. A list of 11 references is appended. (FMW)

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INDIVISIBLE

Good Schools = Healthy Economy
Poor Academic Achievement = Increased Unemployment

A Longitudinal Pilot Study on the Relationship Between Job Growth and School Performance in 15 of Illinois' Largest Counties

by

Charles L. Kyle, Ph.D.
Erica Sufritz

LOYOLA UNIVERSITY SCHOOL OF EDUCATION
August, 1989

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A Report to Cook County Assessor Thomas Hynes

INDIVISIBLE

GOOD SCHOOLS = HEALTHY ECONOMY

POOR ACADEMIC PERFORMANCE = INCREASED UNEMPLOYMENT

A Longitudinal Study on the Relationship Between Employment Growth and School Performance in Fifteen of Illinois Largest Counties from 1972 to 1985

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Introduction

Educational Reform and Economic Performance Are Indivisible

The Committee for Economic Development (CED) is the most prestigious public policy group in the nation. It is composed of 200 members who come from the highest ranks of the U.S. business community and academia. Its purposes are to propose policies which "will help to bring about steady economic growth at high employment and reasonably stable prices, increase productivity and living standards, provide greater and more equal opportunity for every citizen, and improve the quality of life for all." (Denis P. Doyle and Marsha Levine, "Business and the Public Schools: Observations on the Policy Statement of the Committee for Economic Development," Phi Delta Kappan, October, 1985, p. 113)

It is the conviction of the CED that educational reform is central to economic growth and development. This group of business leaders and academics recommended the following initiatives to insure a healthy economy: 1) significant increases in funding for the education of pre-school children, 2) major changes in the organizational climate of U.S. schools, 3) restructuring of the teacher force, 4) the importance of improved testing and measurement, 5) a greatly increased federal role in education research and data collection, and, 6) CED recommends that U.S. schools take to heart lessons to be learned from the best-run corporations in America.

The CED has determined that educational achievement and economic performance are indivisible. They point out that Asian nations have demonstrated that human resources are more important than physical resources. A clear example of this can be seen in the fruitful results that the Japanese

government has reaped for investing heavily in education.

Doyle and Levine relate that "the Japanese have the best-trained labor force in the world. More than 95% of all 18 year olds in Japan graduate from high school today while only 72% of all 18 year olds in America receive high school diplomas. Moreover, the Japanese 18 year olds have completed course work that is the equivalent of two or three years attendance at a good American college. Meanwhile, the average I.Q. in Japan, has increased by 7 points, a feat unrivaled by any other nation. The increase is attributable to improvements in the quality of the Japanese educational system." (ibid., p. 315)

As the experiences of CED has exemplified, business leaders, on a national basis, have come to understand that the problem of having an emerging labor supply is essentially an educational problem. Businesses today not only need employees who can read, write, and count, but these employees must also be able to solve problems, learn new things, and understand people.

While exciting models of business and school partnerships are emerging on a national basis and Chicago United is a fine local example of such dialogue on a local basis, much more information is needed to further develop common directions within the school reform movement between the economic leaders and educational planners. It is hoped that the present study will contribute to the continuance of that dialogue.

The purposes of the present study are: 1) to examine the areas of demand for skilled workers in Illinois through an examination of job growth (by type of job) that has occurred from 1972 to 1985 in 15 of the state's largest

counties, and, 2) to assess the performance on a county wide basis of the local high schools in adjusting to the increased need for a more highly skilled labor force.

Three of the finest and most recent reports on Illinois economic development are based upon statewide analyses. These reports are: Target 1999, A Preliminary Look at the Composition of the Illinois Labor Force in the Year 1999, by the Illinois Department of Employment Security; Assessing Illinois' Strengths and Weaknesses in a Changing National Economy, by The Fantus Company (January, 1986), and, Building Illinois: A Five Year Strategic Plan for the Development of the Illinois Economy, by The Fantus Company (August 1986). Previous reports, like the three just mentioned, have focused either on big cities where most businesses locate or were studies based on comparing Illinois with either national data or data from competing Midwestern states.

Studies which confine themselves to large cites in Illinois like Chicago or Rockford do not adequately indicate where job growth is occurring since an examination of the places in Illinois where economic growth is occurring indicates that the most significant development that is occurring is in counties that do not have large cities within their boundaries, such as Dupage County and Mc Henry County.

It is important to assess job growth by county. While people from collar counties do work in Chicago and workers from Chicago travel to collar counties for their employment, it is important to examine the growth or decline of jobs within counties over the past few years since job growth may serve as an indicator of the corporate tax base and an indicator of the economic

foundation upon which a county's economy is built.

Since it has become increasingly clear that decisions made by corporations concerning relocation or expansion are directly related to concern over the performance of local schools, the present study examines data on the actual performance of the schools in the counties being examined for job growth.

The demand for quality local schools made by businesses seeking new locations was clearly established in the second Fantus Report. "Historically, about three-fourths of all major companies that located new facilities selected a community where traditional operating costs (i.e., labor, transportation, utilities, taxes, and occupancy) could be minimized. Now, fewer than than half the companies select the minimum cost location and instead (more than half the companies seeking to locate or expand) opt for locations offering advantages in subjective or non-cost factors. A very important subjective consideration that companies locating new facilities were concerned about was the quality of the local educational institutions." (The Fantus Co., 1986, p. 51)

Accurate information concerning the relationship between school performance and job growth is especially important for government agencies committed to economic development as the governments - local and statewide - have an ability to positively effect the educational climate in a direct manner and thus bargain more effectively with corporations that are making relocation or expansion plans.

Fifteen Illinois counties were chosen for this study. The counties to be

studied and their largest cities are the following: Champaign County (Champaign - Urbana); Cook County (Chicago); Dupage County (Oakbrook); Kane County (Elgin - Aurora); Lake County (Waukegan); McHenry County (Crystal Lake); Mc Lean County (Bloomington - Normal); Macon County (Decatur); Madison County (Alton); Peoria County (Peoria); Rock Island County (Rock Island); St. Clair County (Belleville - East St. Louis); Sangamon County (Springfield); Will County (Joliet); and, Winnebago County (Rockford).

The first part of this study focuses on an examination of job growth or decline by type of job between 1972 and 1985 by county. The designated counties will be ranked based upon their performance during this 13 year period.

In the second part of the study, an explanation for the increase or decrease of certain types of jobs by county will be sought by examining the state report cards issued by the high schools within each of the 15 designated counties. It is hoped that this data will help explain whether workers from the counties that are faring well in the new economic climate may be better prepared by their local educational systems for some of the jobs which are in increased demand as Illinois becomes increasingly an information based economy.

Before examining the data concerning job growth and school performance for the fifteen counties, it will be helpful to first develop a picture of what the Illinois labor force will look like in the future. This is done in Chapter 1, basing its projections on the fine study done by the Illinois Department of Employment Security entitled: Target: 1999.

Chapter One

Preparing Illinois' Future Labor Force

America and the state of Illinois are now buffeted by the forces of an emerging new economy. This new economy is an international one. Third world labor has taken over the low skill, manually intensive manufacturing jobs that were the mainstay of the Midwest labor force. Industries which survive will demand a more highly skilled and more sophisticated labor force. Whether industries' demand for more highly skilled workers can be satisfied is a cause for concern among corporate executives. The role of education will be critical if this is to occur.

According to Target: 1999, labor demand in Illinois in 1999 will approximate 5.9 million jobs. This represents a 15% increase (770,000 jobs) since 1970. Nearly two-thirds of these jobs will be in white collar occupations and about one-fifth will be in the service jobs. The white collar jobs will be found in managerial and management support, professional, paraprofessional, technical, marketing and sales, and administrative and clerical support. The category of administrative and clerical support will include the occupations of secretary, general office clerk, bookkeeping, accountant, auditing clerk, typist, computer operator, switchboard operator, receptionist, and information clerk.

The jobs in the professional, paraprofessional, technical component will require a college degree or specialized post-secondary training. The fields that will fall under this category include: health specialities, health technicians, engineers, engineering science technicians, computer-related

occupations, and teaching specialties.

The demand for service workers is also growing rapidly. The service jobs in high demand include: janitor, cleaner, food preparation, food service worker, nurse aide, orderly, guard, and waiter/waitress.

The few blue collar jobs that become available will be due to the need for replacement workers to fill the jobs of those who are retiring. The areas where this need will arise will be: construction trade workers, mechanics, repairers, installers, transportation, and material moving workers.

The need for workers in manufacturing operations will be almost entirely for replacement workers. Many of these positions will be filled by immigrants.

According to Target:1999, the changing structure of the Illinois economy can be clearly seen in the occupational shifts which have occurred over the past ten years. "In 1980, manufacturing industries (traditionally associated with blue collar jobs) represented one-fourth of Illinois' non-agricultural wage and salary employment. By 1986, the proportion had dropped to slightly less than 20 percent and will continue to shrink to about 17 percent by 1999." (p. 3)

Target 1999 presented a list of industries that are expected to generate the most new jobs each year. This ranking can be found in Exhibit 1.1.

Table 1.1

Industries with the Largest Annual Number of New Jobs *

Eating and Drinking Places	5,500
Miscellaneous Business Services	4,500
Personnel Supply Services	2,350
Nursing/Personal Care Facilities	2,140
Grocery Stores	1,960
Computer/Data Processing Services	1,675
Wholesale Machinery, Equip.	1,420
Physicians Offices	1,215
Building Services	1,170
Hospitals	1,090

* From: Target 1999:A Preliminary Look at the Composition of the Illinois Labor Force in the Year 1999. Illinois Department of Employment Security. p. 4

The industries cited for growth indicate the shift that Illinois is making from a manufacturing economy to a service-producing economy. In addition, the few areas which show an increase in manufacturing (wholesale machinery and equipment) reflect the expected growth in high technology manufacturing industries. The products produced by the industries cited will be products like medical instruments and aircraft parts.

The report noted a potential for serious concern that industries will experience labor shortages for workers with substantive education and experience. These workers will be needed for sophisticated manufacturing and its associated research and development. There will also be shortages for workers for low pay, low skill jobs in the service sector.

The report also indicated that there will be a need for workers with special skills in the non-expanding industries in order to replace those who retire, die, or otherwise leave the labor force. There will be a special need for secretaries, bookkeepers, truck drivers and office clerks.

An added problem which industries will face in meeting their labor demands relates to the change in the population by age between the years 1980 and 1999. The Illinois population will increase between 1980 and 1999 by four percent while the demand for labor will increase by 6.5 percent. In addition, the age groups expected to decrease in number are the same age groups currently associated with high growth occupations. Based upon these demographic facts, there will be a greater need for engineers and engineering technicians, computer-related jobs, and mechanics. These jobs are presently being filled by a disproportionate number of middle aged white males.

The labor force in Illinois is an aging labor force. In 1980, the median age fell between 25 and 29 years of age, while in 1999, the median age will fall between 35 and 39 years of age. While future labor force participation by whites (especially white males) decreases relating to the declining participation by Baby Boomers, minority group participation will increase. The reasons for this increase include: increasing minority group populations, shifting in age composition, and the perception of increased opportunity related to increased labor market demand.

Because of these trends, it will be important that groups which are not traditionally associated with certain technical jobs which will be in demand begin preparing to fill these expected vacancies. The groups who will be expected to fill these more sophisticated roles in the economy will be women, blacks, hispanics, and immigrants. The proper labor force preparation of these under-represented groups for their expected important roles in the labor force will be vital to the economic growth of the state. The onus of responsibility for the adequate labor force preparation of these under-represented groups will fall upon the institutions of post-secondary education in the state.

In summary, labor demand in Illinois in 1999 will approximate 5.9 million. In order to adequately fill the projected demands of industry, women and minorities will have to be prepared for sophisticated roles in the future economy. The occupations which they must prepare for demand high skill and professional education - - jobs in which minorities and women have formerly been under-represented. The role of post-secondary education in preparing these segments of the labor force will be critical to the future success of the Illinois economy.

Chapter 2

Employment Shifts Within Illinois Counties

The Fantus Co. Report (January, 1986) on the strengths and weaknesses of the Illinois economy recounts the important fact that "shifts in the U.S. economy have led to significant employment restructuring. Within the manufacturing sector, a shift has occurred away from traditional industries such as metals, chemicals, heavy equipment, and food processing where Illinois has great economic concentration." (p. 2)

The report also cited Illinois for faring more poorly that other midwestern states and the nation as a whole in maintaining jobs within the state. The Fantus Co. indicated that Illinois unemployment has been well above the national and midwestern averages throughout the 1980's. Job creation during that period did not keep pace with the Midwest or the nation. The report states that "if job growth in Illinois kept pace with U.S. job growth between 1972 and 1985, the state would boast 1,016,000 more jobs (on an existing job base of 4,688,000.) If it would have simply kept pace with the other Great Lakes states during this same period, Illinois would have 179,000 more jobs, and its unemployment rate would be significantly lower." (ibid., p. 4)

The impact of these industrial shifts is dramatically seen by examining the changes in employment patterns from 1972 through 1985 in fifteen of Illinois largest counties. There are 102 counties in Illinois. As seen in Table 2.1, total U.S. employment grew between 1972 and 1985 by 32 percent while Illinois employment grew by only 9 percent.

The tables which follow - - that focus on county data - - are based upon

comparisons from 1972 to 1985. The reason these years were chosen is that they were the same years used by the Fantus Reports which compared state and national employment performance. The choice of the same years in this study allows for comparison between county performance and state and national performance.

Table 2.1

Change in Total Employment Between 1972 and 1985 by County
(in thousands)

County	# Employed in 1972*	Employed in 1985*	% Change 1972-1985*	% Above or Below IL Average for 1972-1985 (+9%)**	% Above or Below US Average for 1972-1985 (+32%)**
1. Dupage	178	381	+114%	+105%	+82%
2. McHenry	44	65	+48%	+39%	+12%
3. Lake	166	237	+43%	+34%	+11%
4. Kane	113	142	+26%	+17%	- 6%
5. McLean	52	65	+25%	+16%	- 7%
6. Champaign	82	100	+22%	+13%	-10%
7 & 8. Sangamon	89	106	+19%	+10%	-13%
Will	87	104	+19%	+10%	-13%
9. Winnebago	112	132	+18%	+ 9%	-14%
10. St. Clair	90	99	+10%	+ 1%	-22%
11, 12, 13, & 14. Cook	2,730	2,888	+ 6%	- 3%	-26%
Madison	94	100	+ 6%	- 3%	-26%
Peoria	95	101	+ 6%	- 3%	-26%
Rock Island	81	86	+ 6%	- 3%	-26%
15. Macon	61	63	+ 3%	- 6%	-29%

* From: "Full Time and Part Time Employees by Major Industry." April, 1988. Regional Economic Information System, Bureau of Economic Analysis.

** From: "Building Illinois: A Five Year Strategic Plan for the Development of the Illinois Economy." The Fantus Company of Chicago, Illinois. August, 1986. p. 6.

While the U.S. was enduring the positive effects of a healthy post-1983 economy, Illinois employment remained stagnant after having peaked at 4,880,000 in 1979. "In fact, Illinois' employment growth lagged well behind that of other Midwestern Great Lake states (Ohio, Michigan, Indiana, and Wisconsin)." (ibid., p.6) Fantus determined that 99% of the reason for slow economic growth was due to the fact that companies chose to move production to other states. (ibid., p. 7)

Within this context of slow job growth in Illinois, it can be seen in Table 2.1 that 12 of 15 of Illinois' largest counties had employment increases below the national average of 32 percent and that 5 counties, including Cook County - - the largest county in the state - - had employment increases of 6 percent or less which were well below the national average of 32 percent.

If employment in Cook County had increased by the national average of 32 percent during that period there would have been an additional 873,600 new jobs created for a total of 3,603,600 jobs in Cook County in 1985. If jobs in Cook County had increased by the state average of 9 percent for that period, there would have been an additional 245,700 new jobs created for a total of 2,975,700 jobs in 1985. Yet job growth in Cook County, like Madison County, Peoria County, Rock Island County, and Macon County lagged far behind the national average.

Dupage County far outperformed the rest of the nation in job creation by more than doubling its number of jobs between 1972 (178,000) and 1985 (381,000). This was an increase of 114 percent which is 82 percent above the national rate of increase of 32 percent for that period of time and 105 percent above the state rate of increase of 9 percent.

Despite the fact that Cook County and other important urban areas in Illinois have a solid labor base, a good transportation network, and great talent among its executive and professional ranks, job creation within Illinois has not kept pace with other states in the Midwest nor other states throughout the nation.

An examination of major job categories in Table 2.2 indicates that Illinois has been behind the nation in job creation in every category between the years 1972 and 1985.

This fact is confirmed by the experience of the Fantus Company in assisting companies in finding relocation sites. According to the Fantus Company, ninety-five percent of the firms who contacted them for help in choosing a site for a new plant or office eliminated Illinois from consideration in the first screening. The reasons given for not even investigating relocation in Illinois included: high labor costs, high fringe benefits, Workers Compensation costs, and Unemployment Insurance costs.

Transportation savings from an Illinois location seldom overcame labor cost penalties. Out of 500 companies that used the services of Fantus for site relocation between 1980 and 1985, only 24 clients seriously considered Illinois and only eight of those who considered Illinois chose to locate there.

Table 2.2

Job Growth by Category for Illinois and United States from 1972 - 1985

Type of Job	Illinois % Increase or Decrease	United States % Increase or Decrease	% Difference Between Illinois & U.S.
Construction	-12%	+20%	-32%
Manufacturing	-26%	+1%	-27%
Transportation and Public Utilities	-2%	+17%	-19%
Wholesale and Retail Trade	+23%	+45%	-22%
Finance, Insurance, and Real Estate	+34%	+51%	-17%
Service Work	+53%	+78%	-25%
Federal, Military, State, and Local Government	+9%	+21%	-12%
Total Employment	+9%	+32%	-23%

Despite the often noted advantages Illinois offers companies due to the proximity to O'Hare airport, the availability of superior existing buildings, and the proximity to existing metropolitan area operations; companies seeking relocation sites have shown little interest in relocating their companies in Illinois.

Manufacturing jobs have been the hardest hit in the restructuring of the economy. Between 1972 and 1985, there was a total growth rate in the U.S. of about 1 percent. In Illinois there was a decline of 26 percent in manufacturing jobs during the same period. Foreign competition has taken a major share of these jobs. In 1960, the U.S. imported about 5 percent of the goods it consumes. In 1985, that figure increased to 23 percent. Illinois has been one of the states hardest hit by the loss of manufacturing jobs.

The Fantus Company disputes the contention that Illinois' poor performance in maintaining manufacturing jobs was due "to being disproportionately affected by overseas competition or the growth of traditional manufacturing versus high technology manufacturing." (Fantus Company. January 1986. p. 28) Their research indicated that Illinois actually has a superior mix of manufacturing industries for overall employment growth." (ibid., p. 28) The report concludes: "Illinois is simply not competing successfully as a location for U.S. employment. From 1972 to 1985, Illino... has lost almost 26 percent of its manufacturing jobs. This is the worst record among Midwestern Great Lake states (Ohio, Michigan, Indiana, and Wisconsin). Michigan and Indiana have lost less than 13 percent of their manufacturing jobs in the same timeframe and Wisconsin has actually gained manufacturing jobs." (ibid., p. 28)

No county in Illinois has been hit harder by the loss of manufacturing jobs than Cook County. As can be seen in Table 2.3, approximately 224,000 manufacturing jobs were lost in Cook County between 1972 and 1985.

Table 2.3

Change in Manufacturing Jobs Between 1972 and 1985 by County
(in thousands)

ounty	# Manuf. in 1972*	# Manuf. in 1985*	% Change 1972-1985*	% Above or Below IL Average for 1972-1985 (-26%)**	% Above or Below US Average for 1972-1985 (+1%)**
1. DuPage	30	51	+70%	+96%	+69%
2. Champaign	5	8	+60%	+86%	+59%
3. McHenry	16	18	+13%	+39%	+12%
4. Lake	40	44	+10%	+36%	+9%
5. Winnebago	44	41	-7%	+19%	-6%
6. Kane	36	32	-11%	+15%	-12%
7. Will	23	18	-18%	+8%	-19%
8. Peoria	21	16	-24%	+2%	-25%
9 & 10. Macon	20	15	-25%	+1%	-26%
Rock Island	24	18	-25%	+1%	-26%
11. McLean	7	5	-29%	-3%	-30%
12. Cook	749	525	-30%	-4%	-31%
13. Madison	31	20	-35%	-9%	-36%
14. St. Clair	13	8	-38%	-12%	-39%
15. Sangamon	10	5	-50%	-24%	-51%

* From: "Full Time and Part Time Employees by Major Industry." April, 1988. Regional Economic Information System, Bureau of Economic Analysis.

** From: "Building Illinois: A Five Year Strategic Plan for the Development of the Illinois Economy." The Fantus Company of Chicago, Illinois. August, 1986. p. 6.

Table 2.3 indicates that, while manufacturing jobs increased significantly from 1972 to 1985 in Dupage (+70%) and Champaign (+51%) Counties, seven of the fifteen counties studied lost at least one fourth of their manufacturing jobs during this period of time. Sangamon County lost more than half (51%) of its manufacturing jobs during this time.

Fantus Company has prepared a list of factors considered to be very important by manufacturing companies who would consider choosing Illinois as a possible site for relocation or expansion. The list includes: manufacturing wage and fringe benefit levels, labor management relations, proximity to industrial and consumer markets, labor attitudes/ productivity, property tax costs, corporate income taxes, industrial site suitability, community cooperation, skilled labor availability, highway accessibility, and common motor carrier accessibility. Another factor considered very important by companies considering relocation or expansion is the quality of vocational education in the local schools. (ibid., p. 50)

In summary, Illinois was hit hard by the restructuring of the American economy that occurred between 1972 and 1985. The type of industry hardest hit was manufacturing as evidenced in the loss of 332,000 manufacturing jobs in the state during that period of time. While a few Illinois counties like Dupage County actually increased its number of manufacturing jobs by 70 percent, Cook County alone lost 224,000 manufacturing jobs during that time. While all of the Midwestern Great Lakes states endured similar problems in the manufacturing sector, Illinois performed more poorly than any of these neighboring states.

Fantus Company's contention - - that the key to the job loss in

manufacturing industries was the decision of industries to move production to other locations - - is borne out in the experiences of Cook County which during that time witnessed the loss of giant industrial facilities like General Electric and Western Electric, as well as numerous steel companies.

Ever since the New Deal, a government strategy employed to offset times of massive unemployment has been to either become involved in large public works projects or to have the government itself hire large numbers of the unemployed. In the next chapter, we will examine how Illinois fared in terms of construction jobs and government sponsored employment during this time of economic distress.

Chapter 3

Possible Ways Out of a Recession: Public Works, Government and Quasi-Government Jobs

When America broke out of the Great Depression, many attributed the turn around in the economy to programs associated with the New Deal. One of the goals of the New Deal was full employment. This idea, previously considered radical, became more widely accepted as the policies flowing from it showed some success. As the economist Joe Marcus recalled in Hard Times: "One of the first things the annual report of Morgan and Company dealt with after World War II was the question of full employment. Business leaders saw the importance of developing more progressive programs." (Studs Terkel. Hard Times. 1970. New York, New York: Pantheon Books. p. 269)

The cornerstone of full employment is the expenditure of public funds to build roads and bridges, as well as the hiring of large numbers of people to work in government programs. Since Illinois and Cook County, in particular, faced such grave employment problems due to the loss of manufacturing jobs, a possible tactic to offset the unemployment problems would be investing in public works and the increased hiring of people for government jobs. The job categories that would reflect these policies are construction jobs and government employment.

In Table 3.1, we see that during the period from 1972 to 1985 there was a 12 percent decrease in construction jobs in Illinois while there was a 20 percent increase nationally in construction jobs during the same period.

Table 3.1

Change in Construction Jobs Between 1972 and 1985 by County
(in thousands)

County	# Constr. in 1972*	# Constr. in 1985*	% Change 1972-1985*	% Above or Below IL Average for 1972-1985 (-12%)**	% Above or Below US Average for 1972-1985 (+20%)**
1. Madison	4	6	+50%	+62%	+30%
2. McHenry	3	4	+33%	+45%	+13%
3. Lake	7	9	+29%	+41%	+9%
4. Dupage	15	19	+27%	+39%	+7%
5 & 6. St. Clair	4	5	+25%	+37%	+5%
Winnebago	4	5	+25%	+37%	+5%
7 & 8. Kane	5	6	+20%	+32%	0%
Will	5	6	+20%	+32%	0%
9, 10, & 11. Mc Lean	2	2	0%	+12%	-20%
Macon	3	3	0%	+12%	-20%
Rock Island	3	3	0%	+12%	-20%
12. Cook	110	102	-7%	+5%	-27%
13 & 14. Peoria	5	4	-20%	-8%	-40%
Sangamon	5	4	-20%	-8%	-40%
15. Champaign	4	3	-25%	-13%	-45%

* From: "Full Time and Part Time Employees by Major Industry." April, 1988. Regional Economic Information System, Bureau of Economic Analysis.

** From: "Building Illinois: A Five Year Strategic Plan for the Development of the Illinois Economy." The Fantus Company of Chicago, Illinois. August, 1986. p. 6.

While eight of the fifteen largest counties in Illinois showed an increase of at least 20 percent in construction jobs between 1972 and 1985, seven counties showed no increase or a decline in construction jobs. Cook County lost 8,000 (minus 7 percent) construction jobs during this period of time. While Madison, McHenry, Lake, and Dupage Counties increased their numbers of construction jobs by approximately 40 percent, Peoria, Sangamon, and Champaign Counties had its numbers of construction jobs decrease by approximately 40 percent between 1972 and 1985.

Based on the the figures in Table 3.1, it appears that there was no impact made on the economic downturn in the Illinois economy by public works projects during the period of thirteen years from 1972 until 1985.

Tip O'Neill, former Speaker of the House of Representatives, contended that the only thing that got people through the Depression was patronage jobs. In Boston they even had a system of shoveling snow via the patronage system. When each snowstorm occurred a committeeman would receive 50 snow buttons. Unemployed people would line up for a snow button which would allow them to shovel a public walk for the price of three dollars. In his autobiography, O'Neill recounts a story that emphasized the value of these buttons. "Sometimes I would put aside a few of these buttons for my friends who had helped me in my campaign, so they wouldn't have to stand outside at five in the morning. But the men in line would be counting, and when we ran out of buttons, there would always be at least one fellow who would complain. 'Hey, you only gave out forty-seven. You're holding back three.' Which we were. That's how valuable those buttons were." (Tip O'Neill. The Man of the House. 1987. New York, New York: St. Martin's Press. p. 47)

Since public works projects and the construction jobs that come with them did not seem to be available in a meaningful way to unemployed workers in Cook County and other areas of the state which were hard hit by the loss of manufacturing jobs, one might think that political jobs would be made available in order to pick up the slack in employment. One would expect this to be the case especially in Cook County, which has national a reputation for patronage jobs.

Table 3.2 indicates that from 1972 to 1985 government employment in Illinois grew at a rate of only 9 percent while government employment grew nationally at a rate of 21 percent during this period of time. In Cook County there was an increase of 3 percent in government employment which was 6 percent below the state average of 9 percent growth in government employment for those years and was 18 percent below the national rate of increase of 21 percent for government jobs.

Table 3.2

Change in Federal, Military, State, and Local Government Jobs Between 1972 and 1985 by County (in thousands)

County	# Gov. in 1972*	# Gov. in 1985*	% Change 1972-1985*	% Above or Below IL Average for 1972-1985 (+9%)**	% Above or Below US Average for 1972-1985 (+21%)**
1. McHenry	5	7	+40%	+31%	+19%
2. Dupage	23	31	+35%	+26%	+14%
3. Lake	47	55	+17%	+8%	-4%
4. St. Clair	22	25	+14%	+5%	-7%
5. McLean	9	10	+11%	+2%	-10%
6. Sangamon	23	25	+9%	0%	-12%
7. Rock Island	17	18	+6%	-3%	-15%
8. Cook	333	342	+3%	-6%	-18%
9, 10, 11, &					
12. Macon	6	6	0%	-9%	-21%
Peoria	11	11	0%	-9%	-21%
Will	16	16	0%	-9%	-21%
Winnebago	11	11	0%	-9%	-21%
13. Champaign	36	35	-3%	-12%	-24%
14 & 15. Kane	15	14	-7%	-16%	-28%
Madison	15	14	-7%	-16%	-28%

* From: "Full Time and Part Time Employees by Major Industry." April, 1988. Regional Economic Information System, Bureau of Economic Analysis.

** From: "Building Illinois: A Five Year Strategic Plan for the Development of the Illinois Economy." The Fantus Company of Chicago, Illinois. August, 1986. p. 6.

Two of the collar counties of Cook County, McHenry (40%) and Dupage (35%) Counties, had government employment increases that were more than 25 percent above the state average of nine percent. The state as a whole had an increase in local, state, and federal government jobs of nine percent which was less than half the national increase in government jobs of 21 percent for that period of time.

An analysis of government jobs and construction jobs will not fully explain the extent of political influence used in the creation of jobs. There are sometimes surrogate agencies which are used to bring in more federal or state money. These publicly controlled agencies then use the grants received to effect a form of job creation. While this alternate method does not allow for political patronage as such, it can be viewed as another way of using public funds for job enhancement to relieve unemployment.

For example, an increase in federal urban mass transportation grants to a county, or the infusion of funds into the Regional Transportation Authority which services a number of counties, or a grant to the Metra consumer rail line which services several municipalities, could each be viewed as avenues that political leaders might seek as ways to use public money to relieve unemployment. In a less direct way, this same effect could be achieved by a government commission (i.e., the Illinois Commerce Commission) approving increases in public utility charges with an assurance that the utility would later increase its hiring pool, thus expanding the total number of jobs in the state.

In Table 3.3, we examine the differences in employment patterns for transportation and public utility workers (quasi-government jobs) in the

thirteen years from 1972 to 1985.

Table 3.3 indicates that Illinois had a 2 percent decline in transportation and public utility jobs between 1972 and 1985 while nationally there was an increase of 17 percent in transportation and public utility jobs. Cook County lost 15,000 jobs (minus 8 percent) in these categories during this time period while Dupage County had an increase of 14,000 jobs (plus 175%) in these categories.

Table 3.3

Change in Transportation & Public Utility Jobs Between 1972 and 1985 by County (in thousands)

County	# Trans. Pub. Util. in 1972*	# Trans. Pub. Util. in 1985*	% Change 1972-1985*	% Above or Below IL Average for 1972-1985 (-2%)**	% Above or Below US Average for 1972-1985 (+17%)**
1. DuPage	8	22	+175%	+177%	+158%
2. McHenry	1	2	+100%	+102%	+83%
3. Lake	5	7	+40%	+42%	+23%
4. McLean	3	4	+33%	+35%	+16%
5 & 6. Kane	4	5	+25%	+27%	+6%
Macon	4	5	+25%	+27%	+6%
7, 8, 9, 10, &					
11. Champaign	3	3	0%	+2%	-17%
Peoria	5	5	0%	+2%	-17%
Sangamon	5	5	0%	+2%	-17%
Will	7	7	0%	+2%	-17%
Winnebago	5	5	0%	+2%	-17%
12. Cook	184	169	-8%	-6%	-25%
13. Madison	6	5	-17%	-15%	-34%
14 & 15. Rock Island	4	3	-25%	-23%	-42%
St. Clair	8	6	-25%	-23%	-42%

* From: "Full Time and Part Time Employees by Major Industry." April, 1988. Regional Economic Information System, Bureau of Economic Analysis.

** From: "Building Illinois: A Five Year Strategic Plan for the Development of the Illinois Economy." The Fantus Company of Chicago, Illinois. August, 1986. p. 6.

In summary, the years 1972 to 1985 were a time of radical economic restructuring and unemployment for the state of Illinois and especially Cook County. Some relief could have been found for workers dislocated from their jobs in manufacturing through increased employment in jobs that would also be manually intensive and not require a great deal of formal education. Increased availability of jobs in construction, government, transportation, and public utilities could have relieved some of the stress felt due to the loss of nearly of a quarter million manufacturing jobs in Cook County alone during this period. But there was little relief to be found in construction as these jobs were not generated because major public works projects were not initiated.

In addition, very few new government or quasi-government jobs were created by political office holders in the fifteen counties studied. These jobs increased at the rate of only seven tenths of one percent each year which was well below the national average. Based on Tables 3.1, 3.2, and 3.3, it seems evident that New Deal strategies were not employed to ease the pain of economic restructuring in Illinois from 1972 to 1985.

Chapter 4

Wholesale Trade in a State Seeking To Serve An International Market

According to Frank Cassell, a professor at Northwestern University's Kellogg School of Business: "Chicago became the economic hub of the midwest by 'out-thinking' the competitor cities of Milwaukee, St. Louis, and Cincinnati in the 1840's, 50's,and 60's when it extended railroads to the west to tap the economic benefits of the midwest's enormous agricultural and developing manufacturing bases." ("Manpower Changes 1982-2000: Chicago-Midwest." Unpublished Manuscript.)

The Depression-like unemployment experienced in Chicago and other parts of Illinois from 1972 to 1985 can be primarily attributed to Illinois factory workers being forced into direct competition with other workers in Mexico, Korea, Taiwan, and other less developed countries, and a depression in the agricultural industry brought on by an oversupply of food and the negative effects experienced by Illinois farmers from politically motivated U.S. trading barriers placed on agricultural products previously sold to Poland and the Soviet Union.

In its effort to "think" its way out of its depressed economic straits, Illinois assumed the rallying cry of being an "international center for trade." The central location of the state was highlighted in marketing as being an international hub between the manufacturers from Asia and the markets of the U.S. and Latin America. Initial plans were set in motion in 1982 by Mayor Jane Byrne for Chicago to host the 1992 "World's Fair Exposition." The sophistication of Illinois' financial institutions was marketed as being an

important reason that international trade was not only geographically convenient in Illinois but was givien as evidence that such trade could also be professionally accomplished in a manner that would rival the banking centers of New York and California.

The Fantus Company study (January 1986) found that Illinois was indeed in a competitive position in regard to warehousing and distribution facilities due to its geographic location. Because of Illinois' accessibility to all 100 of the largest metropolitan markets in the country via highway and rail, it enjoys a unique advantage in an industry whose prime consideration is location. Also, Illinois has fine accessibility to water transportation via the Port of Chicago and St. Lawrence Seaway although it is doubtful that this will prove to be an important job generator. (Fantus. January, 1986. pp. 92-99.)

Unfortunately, warehousing operations generally have only modest employment. "Although, tne growth of extremely large corporate distribution centers has represented an exception to these generalizations, in that they have substantial employment levels." (ibid. p. 92) These corporate distribution centers are characterized by: automation of facilities, high investments in machinery and equipment, and computerization of inventory control. Warehousing of this type has shown considerable growth because it has been immune to the effects of foreign competition and has been in increased demand due to the long lead-times needed for shipments from foreign producers.

The employment category for this type of industry is wholesale trade jobs. In Table 4.1 below, we see that there was indeed a 20 percent increase

in employment in Illinois in wholesale trade jobs from 1972 to 1985. Yet this growth level was still 8 percent below the national average of 28 percent despite the state's unique geographical advantage in an industry whose prime consideration is geographic accessibility to markets.

Table 4.1

Change in Wholesale Trade Jobs Between 1972 and 1985 by County
(in thousands)

County	# Wholes. Trade in 1972*	# Wholes. Trade in 1985*	% Change 1972-1985*	% Above or Below IL Average for 1972-1985 (+20%)**	% Above or Below US Average for 1972-1985 (+28%)**
1. McLean	1	3	+200%	+180%	+172%
2. Lake	4	10	+150%	+130%	+122%
3. Dupage	13	31	+138%	+118%	+120%
4. Kane	4	9	+125%	+105%	+97%
5. Mc Henry	1	2	+100%	+80%	+82%
6 & 7. Will	2	3	+50%	+30%	+22%
Madison	2	3	+50%	+30%	+22%
8. Winnebago	5	7	+40%	+20%	+12%
9. Champaign	3	4	+33%	+13%	+5%
10. Cook	208	224	+8%	-12%	-20%
11, 12, 13, & 14. St. Clair	3	3	0%	-20%	-28%
Sangamon	4	4	0%	-20%	-28%
Rock Island	4	4	0%	-20%	-28%
Macon	2	2	0%	-20%	-28%
15. Peoria	6	5	-17%	-37%	-45%

* From: "Full Time and Part Time Employees by Major Industry." April, 1988. Regional Economic Information System, Bureau of Economic Analysis.

** From: "Building Illinois: A Five Year Strategic Plan for the Development of the Illinois Economy." The Fantus Company of Chicago, Illinois. August, 1986. p. 6.

Five of the fifteen largest Illinois counties studied showed no increased growth in wholesale trade jobs between 1972 and 1985. Cook County, which is located at the center of air, rail, highway, and water transportation systems had an increase of only 8 percent in wholesale trade jobs during these 13 years. The 8 percent increase for Cook County was 12 percent below the state average for this time and 20 percent below the national average.

McLean County, at an interstate highway hub, had an amazing 200 percent increase in wholesale trade jobs from 1972 to 1985. This could be due to the fine international business courses offered at Illinois State Univeristy (ISU) in McLean County. The Business School of ISU has a excellent reputation for its Asian studies program. Four counties which surround Cook County (Lake County - 150 percent, Dupage County - 138 percent, Kane County - 125 percent, and McHenry County - 100 percent) doubled their number of wholesale trade jobs during this period.

If, indeed, Illinois' future is closely related to being an international center of trade, Table 4.1 indicates that there has been no meaningful increase in the numbers of wholesale trade which are jobs related to this focus. In fact, the wholesale trade jobs that will increase if Illinois develops as a hub for large central warehousing facilities will not provide anywhere near the numbers of jobs necessary to make up for the tremendous loss of manual intensive, low skill jobs that existed within the manufacturing industries which have already fled Illinois.

Yet, the claim that the state of Illinois and the city of Chicago, in particular, are ideal centers for international trade are not based upon location alone. The greater attractiveness that Illinois has over other

Midwest locations is said to be based also upon its sophisticated financial and stock trading centers. The dominating presence of this sector of the economy in a state can surely set that state off from its competitors due to the high technical level of training demanded by this type of labor force. Nearly everyone holding jobs in this area of the economy needs to possess either a post-secondary or graduate degree.

Table 4.2 indicates how Illinois and 15 of its counties performed in job creation for finance, insurance, and real estate jobs from 1972 to 1985.

Table 4.2

Change in Finance, Insurance, & Real Estate Jobs Between 1972 and 1985 by County (in thousands)

County	# FIRE in 1972*	# FIRE in 1985*	% Change 1972-1985*	% Above or Below IL Average for 1972-1985 (+34%)**	% Above or Below US Average for 1972-1985 (+51%)**
1. Dupage	13	30	+131%	+97%	+80%
2. McLean	7	15	+114%	+80%	+63%
3 & 4. Lake	6	12	+100%	+66%	+49%
Will	3	6	+100	+66%	+49%
5 & 6. Champaign	3	5	+67%	+33%	+16%
Macon	3	5	+67%	+33%	+16%
7. Sangamon	7	11	+57%	+23%	+6%
8, 9, & 10. Kane	6	9	+50%	+16%	-1%
McHenry	2	3	+50%	+16%	-1%
Madison	4	6	+50%	+16%	-1%
11. Winnebago	5	7	+40%	+6%	-11%
12. Cook	200	273	+37%	+3%	-14%
13 & 14. Rock Island	4	5	+25%	-9%	-26%
St. Clair	4	5	+25%	-9%	-26%
15. Peoria	6	7	+17%	-17%	-34%

* From: "Full Time and Part Time Employees by Major Industry." April, 1988. Regional Economic Information System, Bureau of Economic Analysis.

** From: "Building Illinois: A Five Year Strategic Plan for the Development of the Illinois Economy." The Fantus Company of Chicago, Illinois. August, 1986. p. 6.

As Table 4.2 indicates, the average increase in fire, insurance, and real estate (FIRE) jobs in Illinois (34%) from 1972 to 1985 was 17 percent below the national average of a 51 percent increase in these types of jobs. While Dupage (131%) and McLean (114%) counties increased the numbers of jobs in these categories of jobs by a rate that was, at least, two-thirds above the rate of increase for the nation (51%), the rate of increase in Cook County (37%) for FIRE jobs was 14 percent below the national rate of increase for these types of jobs during that period.

It is clear that the United States of America is adopting a more important role as a world financier and banker as evidenced in the 51 percent increase in FIRE jobs between 1972 and 1985. During this same period of time, Illinois lagged far behind the rest of the nation in job growth related to international finance.

Chapter 5

Increases In Service Jobs Trail National Average

According to Target 1999 (Illinois Department of Employment Security), "Illinois is expected to solidify its shift to a service-producing state while maintaining strong growth in high technology manufacturing industry (needing such highly skilled workers as engineers and computer programmers).... This combination of growth in service-producing/non-manufacturing industries as well as strength in high technology manufacturing will place new demands on the state's labor force. The greatest demand will be for workers to fill low-pay, low-skill jobs, while workers with substantive education and experience will be needed for sophisticated manufacturing and its associated research and development." (ibid., p. 4)

The greatest area of job growth nationally from 1972 to 1985 was in the area of service work. The numbers of people working as janitors, cleaners, food preparation and food service workers, prison guards, nurses aides and orderlies, waiters and waitresses, barber and hair stylists, etc., grew by 78 percent nationally between 1972 and 1985. This national growth rate for low pay, low skill workers was 25 percent above the rate of increase during this period for the state of Illinois (53%) as seen in Table 5.1.

Table 5.1

Change in Jobs in Service Sector Between 1972 and 1985 by County
(in thousands)

County	# Serv. in 1972*	# Serv. in 1985*	% Change 1972-1985*	% Above or Below IL Average for 1972-1985 (+53%)**	% Above or Below US Average for 1972-1985 (+78%)**
1. Dupage	38	121	+218%	+165%	+140%
2. McHenry	6	14	+133%	+80%	+55%
3. Lake	27	55	+104%	51%	+26%
4. Will	13	24	+85%	+32%	+7%
5. Winnebago	18	33	+83%	+30%	+5%
6. Champaign	13	23	+77%	+24%	-1%
7. Sangamon	19	33	+74%	+21%	-4%
8 & 9. McLean	9	15	+67%	+14%	-11%
Madison	15	25	+67%	+14%	-11%
10. Kane	22	36	+64%	+11%	-14%
11. Peoria	21	33	+57%	+4%	-21%
12. Cook	527	802	+52%	-1%	-26%
13. Rock Island	12	18	+50%	-3%	-28%
14. Macon	11	16	+45%	-8%	-33%
15. St. Clair	18	25	+39%	-14%	-39%

* From: "Full Time and Part Time Employees by Major Industry." April, 1988. Regional Economic Information System, Bureau of Economic Analysis.

** From: "Building Illinois: A Five Year Strategic Plan for the Development of the Illinois Economy." The Fantus Company of Chicago, Illinois. August, 1986. p. 6.

While Dupage County (218%) increased the number of service producing jobs by nearly one and one half times the national average (78%) rate of increase for service producing jobs from 1972 to 1985, Cook County (52%) increased its number of service-producing jobs at a rate one quarter below the national rate (78%) of increase. Thus, even when creating the lowest paying jobs which require the least education and skill, Cook County lagged well behind the nation.

It is possible that there is a relationship between poor school performance and this figure which represents the least paid employees of a population. Since the beginning of the common school movement, a main concern of education has been the socialization of a worker for the work place. This socialization process consists of learning to get up each morning and arrive at work on time; how to discipline yourself so that assignments are accomplished, and, the learning of basic courtesy. Based upon recently revealed high drop out rates in big city schools in Illinois, and the dominance of gangs and drugs in some school environments, it is possible that Illinois has a large population of young people that are not even ready to work in low pay, low skill jobs in the service sector where the above socialization skills play an important role.

Chapter 6

The Need for Schools That Are Ready to Compete in a Global Economy

Some geographic areas in Illinois have significantly increased the number of jobs from 1972 to 1985. Dupage County has increased its total employment at the rate of 114 percent which is a job growth rate that is more than 80 percent greater than the national job growth rate (32%) for this period of time. Dupage County more than doubled (114%) its number of jobs while the state averaged job growth of only 9 percent during this 13 year span.

There was a state wide increase in jobs of less than one percent per year from 1972 to 1985. Job growth in Mc Henry County and Lake County proceeded at a rate that was about 10 percent greater than the rest of the nation from 1972 to 1985 and these two counties increased their number of jobs at a rate that was more than 33 percent (Mc Henry County - 48% and Lake County - 43%) above the rate of growth for the rest of the state (9%).

But, be not misled by positive job growth statistics in a few Illinois counties. More than two thirds (67%) of all jobs in Illinois are located in Cook County. One might say: "As Cook County goes, so goes the state of Illinois."

An examination of job growth statistics for Cook County from 1972 to1985 can best be described as observing a re-enactment of the Great Depression. The rate of job growth for this 13 year period in Cook County (6%) was 26 percent below the rate of job growth for the nation (32%) and 3 percent below the rate of job growth for the the entire state (9%).

Every category of job growth in Illinois trailed behind the national average for job growth from 1972 to 1985. The percentage difference between job growth by employment category in Illinois and the national average for this period is the following: construction jobs = -32%; manufacturing jobs = -27%; transportation and public utilities jobs = -19%; wholesale and retail trade jobs = -22%; finance, insurance, and real estate jobs = -17%; service work = -25%; federal, military, state and local government jobs = -12%; and total employment = -23%.

None of the fifteen largest Illinois counties studied performed more poorly than Cook County when the counties were examined for performance in each ofthe individual job categories studied.

Nearly a quarter of a million jobs (224,000) in manufacturing were lost in Cook County from 1972 to 1985 and 11 of the 15 largest Illinois counties studied did better than Cook County in this category. Dupage County and Champaign County each increased their number of manufacturing jobs during this period by more than one half. Yet, since Dupage and Lake Counties accounted for only 3 percent of all manufacturing jobs in Illinois in 1972 and Cook County accounted for 71 percent of manufacturing jobs in Illinois in 1972, the positive effect of the increases in these two counties had little effect upon the economy of the state.

While Madison (50%), McHenry (33%), Lake (29%), and Dupage (27%) Counties had rate increases in construction jobs from 1972 to 1985 that were above the national average (20%). For that same period of time, Cook County had a decline of 8,000 construction jobs. During this period, construction jobs in Cook County declined 7 percent which was 27 percent below the national rate of

increase in construction jobs.

While Cook County has a national reputation for political hiring, government and political jobs in Cook County grew at a rate that was 18 percent below the national average for hiring in this category from 1972 to 1985. In addition, more than 15,000 jobs were lost in Cook County in the category of transportation and public utilities jobs during this time.

While there was a national increase of 28 percent in wholesale trade jobs from 1972 to 1985, Cook County's job growth in this category trailed the national rate of increase by 20 percent. Dupage County tripled its number of service jobs from 1972 to 1985. McHenry and Lake Counties showed impressive rate increases in service jobs. These rates were far above the national average increase for this period. Yet, Cook County, the largest and most important of the counties in Illinois, had a rate of job growth in service jobs that was 26 percent below the national rate of increase. The years from 1972 to 1985 were truly "Hard Times" for Cook County and the state of Illinois which depends heavily upon Cook County for taxes.

The difficulties presented in moving from a manufacturing based economy to competition in a global economy cannot be accepted as an excuse for the dismal performance of the state of Illinois in economic development for the period from 1972 to 1985. Preparations for this shifting of the economy that should have been done were not done. The new direction taken in the economy had been a predicted reality. In fact, other states did plan for the restructuring of the economy and have profited from the new directions as evidenced in these states present participation in the today's information

based global economy.

Other nations have also fared well in the new global economy. No nation performs better in today's world economy than Japan. Yet we often forget that Japan entered the post-war world with its homeland ravaged and its future success was to be was greatly dependent on its ability to rebuild its economy as an international exporter.

To accomplish the rebirth of its economy, Japan put all its eggs in one basket - education of the masses. And their strategy was successful. As David Kearns, Chairman and CEO of Xerox Corporation, and Denis Doyle, Senior Research Fellow of the Hudson Institute, note in their book Winning the Brain Race - A Bold Plan to Make Our Schools Competitive : "The Japanese, our strongest competitors, have the highest level of educational achievement in the the world. Japanese students have the highest test scores in the world." (p.68)

The Japanese do not make excuses about mediocre academic performance. "When a Japanese parent is asked why a student does well or poorly, the answer is invariably 'effort.' Ask an American parent the same question, and the answer is usually 'ability.' The Japanese parent thinks you work for success. The typical American parent thinks it is the luck of the draw." (p.68)

Education indeed proved to be the right direction for Japan take to invigorate its war torn economy. We need only to recall the findings of Doyle and Levine who note that "the Japanese have the best-trained labor force in the world. More than 95% of all 18 year olds in Japan graduate from high school today while only 72% of all 18 year olds in America receive high school

diplomas. Moreover, the Japanese 18 year olds have completed course work that is the equivalent of two or three years attendance at a good American college. Meanwhile, the average I.Q. in Japan, has increased by 7 points, a feat unrivaled by any other nation. The increase is attributable to improvements in the quality of the Japanese educational system." (Denis P. Doyle and Marsha Levine, "Business and the Public Schools: Observations on the Policy Statement of the Committee for Economic Development," Phi Delta Kappan, October, 1985, p. 315)

In order to prepare a first rate labor force, Japan has its youngsters attend school for 200 days a year as compared to the 180 a days a year that an American youngster attends school. The ordinary American student does one hour or less of homework per night while a Japanese student does two and one half hours or more of homework per night. The typical Japanese student attends a private tutorial program called a "Juku" each night while the American high school student works twenty hours a week at a fast food restaurant. (Kearns and Doyle, ibid., p. 68.)

While more than 95 percent of Japanese youngsters finish high school, the student who finishes a Japanese high school has an education that is equivalent to at least two years of a good American college.

For Illinois to be prepared to compete in the global economy, great responsibility will rest with its institutions of higher education and elementary and secondary education to prepare an adequate labor force. The Fantus studies indicate that corporations that are considering relocation or expansion consider quality of life issues as being of primary importance. The two most important quality of life concerns for high technology, information

based industries are the availability of good housing for its middle management employees and good elementary and secondary schools to make it attractive for their employees to move to the new surroundings. In order to determine the present attractiveness of schools in Illinois, let us examine a few indicators of the quality of schools as reported in the "1986 - 1987 Illinois School Report Card."

Our analyses of indicators of school performance will be given for four year high schools in the 15 counties where we previously examined their job growth performance for the years from 1972 to 1985. The year that the schools are being reviewed is the 1986-1987 school year. There are a total of 292 high schools examined of which 42 percent are in Cook County.

Table 6.1 below gives the average teacher salary per county for the 1986-1987 school year. The average teacher salary for the state of Illinois for the 1986-1987 school years was $27,014 while the teacher salaries in Dupage County ($35,100) averaged more than $8,000 above the state average and the salaries of teachers in Cook County ($34,100) averaged more than $7,000 above the state average. The lowest average salaries paid to teachers were in Sangamon County ($22,400), and Mc Lean and Champaign Counties ($22,600). These three counties paid their teachers an average of, $4,400 below the state average for teachers' pay and more than $12,000 less than teachers were paid in Dupage and Cook Counties.

Table 6.1

Average Teacher Salary for 1986 - 1987 School Year by County

County	Average Teacher Salary	$ Above or Below Illinois Aver. ($27,014)
1. Dupage	$35,100	+ $8,086
2. Cook	$34,100	+ $7,086
3. Lake	$31,100	+ $4,086
4. Rock Island	$28,300	+ $1,286
5. St. Clair	$28,100	+ $1,086
6. Will	$28,000	+ $986
7. Mc Henry	$27,600	+ $586
8. Kane	$26,800	- $214
9. Winnebago	$25,800	- $1,214
10. Madison	$25,700	- $1,314
11. Peoria	$25,100	- $1,914
12. Macon	$23,100	- $3,914
13 & 14. Champaign	$22,600	- $4,414
Mc Lean	$22,600	- $4,414
15. Sangamon	$22,400	- $4,614

From: Illinois State Board of Education, School Report Card - 1986.

The average cost of educating a student in Illinois for the 1986-1987 school year was $3,526 as seen in Table 6.2. The expenditures per student for Lake County ($4,400), Dupage County ($4,300), and Cook County ($4,200) was, at least, $674 above the state average. Schools in Peoria ($2,800), Madison ($2,800), Kane ($2,800), Sangamon ($2,500), and Macon ($2,300) counties had per student expenditures that were, at least, $726 below the state average and a minimum of $1,400 less than the average expenditure per pupil in Lake, Dupage, and Cook counties. Thus, if there were an average enrollment of 500 students in a school in Lake, Dupage, or Cook Counties, the total expenditure for these 500 students would amount to a minimum of $2,100,000 while if the same 500 students were in a particular school in Peoria, Madison, Kane, Sangamon, or Macon Counties, the expenditure for the 500 students would amount to a maximum of $1,400.000 for a difference in spending of $700,000.

Table 6.2

Average Operating Expenditure Per Pupil for 1986 - 1987 School Year by County

County	Average Cost Per Pupil	$ Above or Below Illinois Aver. ($3,526)
1. Lake	$4,400	+ $874
2. Dupage	$4,300	+ $774
3. Cook	$4,200	+ $674
4. Mc Henry	$3,500	- $26
5. Will	$3,400	- $126
6. Rock Island	$3,100	- $426
7 & 8. Mc Lean	$3,000	- $526
St. Clair	$3,000	- $526
9 & 10. Champaign	$2,900	- $626
Winnebago	$2,900	- $626
11, 12, & 13. Peoria	$2,800	- $726
Madison	$2,800	- $726
Kane	$2,800	- $726
14. Sangamon	$2,500	- $1,026
15. Macon	$2,300	- $1,226

From: Illinois State Board of Education, School Report Card - 1986.

The high school diploma is an important credential for the labor force. It means that the person who has earned it has mastered a given body of knowledge, has demonstrated the ability to complete tasks, and has been responsible for maintaining regular attendance. All of the above are important prerequisites for most jobs. Actually, many think that there is need to develop a more demanding set of requisites for the awarding of a diploma. Kearns and Doyle comment: "If no one is fooled by the current diploma, design one that reflects real mastery, as is the case in French-speaking countries, for example. There, the diploma is so carefully calibrated that transcripts of record are not kept. Any education institution or employer knows precisely what a specific diploma attests to: 'assez bien' (satisfactory) means one thing, a diploma 'tres bien' (very good) another, and so on. While precision of that kind may not be possible in the United States, it is possible to restore the meaning of diplomas." (Kearn and Doyle. p. 70)

Even though the exact value of a high school diploma varies depending on the quality of the curriculum of the school issuing the diploma, it is a valuable measure of the performance of of a high school. Table 6.3 indicates the graduation rate for high schools in 15 of the largest Illinois counties for the school year 1986-1987.

Table 6.3

High School Graduation Rate for 1986 - 1987 School Year by County

County	High School Graduation Rate	% Above or Below Illinois Rate (76.3%)	(N=292)
1. Champaign	93.4%	+17.1%	(n=10)
2. McHenry	92.3%	+16.0%	(n=12)
3. Dupage	92.1%	+15.8%	(n=21)
4. McLean	89.5%	+13.2%	(n=11)
5. Sangamon	89.4%	+13.1%	(n=14)
6. Lake	87.1%	+10.8%	(n=17)
7. Will	86.6%	+10.6%	(n=10)
8 & 9. Kane	86.5%	+10.2%	(n=13)
Madison	86.5%	+10.2%	(n=13)
10. Macon	86.0%	+9.7%	(n=10)
11 & 12. Rock Island	85.8%	+9.5%	(n=4)
Winnebago	85.8%	+9.5%	(n=11)
13. Peoria	85.5%	+9.2%	(n=12)
14. St. Clair	81.4%	+5.1%	(n=11)
15. Cook	73.1%	-3.0%	(n=123)

From: Illinois State Board of Education, School Report Card - 1986.
N.B. A few schools which offer high schools courses are not included in Table 6.3 because they do not nave four complete years of high school, or, for other reasons, are not appropriate for comparison. These schools are the following: in Cook County - Andersen High School, Industrial Skills Center, Jones Metropolitan High School, Senn Industrial Center; in Lake County - Brainerd Building Scnool, Zion-Benton Township High School Horizon Campus and H. W. Pearce Campus; in Rock Island County - United Township High School North and South Campus; in St. Clair County - East St. Louis High School Lincoln Campus and East St. Louis Senior High School; in Will County - Lockport Township High School Central Campus and East Campus, Lincolnway High School Central Campus and East Campus; in Winnebago County - Washington Central Cooperative Vocational Program.

While Japan boasts a high school completion rate in excess of 95%, three Illinois counties (Champaign - 93.4%, Mc Henry - 92-3%, and Dupage - 92.1%) are competitive with Japan on this point. Champaign, Mc Henry, and Dupage Counties have graduation rates in excess of 90 percent as seen in Table 6.3. In addition to these three counties which are graduating most of their students, McLean County (89.5%) and Sangamon County (89.4%) also are graduating nine of ten entering freshmen. The county that had the lowest graduation rate was Cook County where 42% of the schools studied were located. As seen in Table 6.3, one out of four entering freshmen in Cook County high schools never graduated. It is interesting to note that Sangamon County had the lowest average teacher salary in the state ($22,400) and one of the lowest per pupil expenditures in the state ($2,500) and yet also had one of the highest graduation rates in the state (89.4%).

While graduation from high school is a prerequisite for most jobs, many other jobs will need more highly skilled workers. Many of these jobs will demand a college education. An indicator of readiness to perform adequately in institutions of higher education is a respectable composite score on the ACT test. A list of the average ACT composite scores for high schools in the 15 largest counties of Illinois is found in Table 6.4.

Table 6.4

Average ACT Composite Score for 1986 - 1987 School Year by County

County	Average ACT Composite Score	# Above or Below Illinois Aver.(19.1)	(N=292)
1. Dupage	20.9	+1.8	(n=21)
2. Rock Island	19.8	+.7	(n=4)
3, 4, & 5. McHenry	19.7	+.6	(n=12)
Sangamon	19.7	+.6	(n=14)
Lake	19.7	+.6	(n=17)
6. Kane	19.6	+.5	(n=13)
7. Winnebago	19.5	+.4	(n=11)
8, & 9. Champaign	19.2	+.1	(n=10)
Macon	19.2	+.1	(n=10)
10. Peoria	18.9	-.2	(n=12)
11. Will	18.5	-.6	(n=10)
12. McLean	18.2	-.9	(n=11)
13. St. Clair	18.0	-1.1	(n=11)
14. Madison	17.8	-1.3	(n=13)
15. Cook	15.3	-3.8	(n=123)

From: Illinois State Board of Education, School Report Card - 1986.

N.B. A few schools which offer high schools courses are not included in Table 6.4 because they do not have four complete years of high school, or, for other reasons, are not appropriate for comparison. These schools are the following: in Cook County - Andersen High School, Industrial Skills Center, Jones Metropolitan High School, Senn Industrial Center; in Lake County - Brainerd Building School, Zion-Benton Townsnip High School Horizon Campus and H. W. Pearce Campus; in Rock Island County - United Townsnip High School North and South Campus; in St. Clair County - East St. Louis High School Lincoln Campus and East St. Louis Senior High School; in Will County - Lockport Townsnip High School Central Campus and East Campus, Lincolnway High School Central Campus and East Campus; in Winnebago County - Washington Central Cooperative Vocational Program.

The ACT test is graded on a scale of 1 to 36. According to Gary Orfield, (The Chicago Study and Access and Choice in Higher Education. 1984. University of Chicago. p. 142.), the following Illinois institutions expected an ACT composite score of 18 or above as an admission requirement: Northwestern (29), University of Chicago (28), University of Illinois-Urbana (26), Wheaton (26), Lake Forest (25), Augustana (24), Illinois Institute of Technology (24), Bradley (23), DePaul (23), North Central (23), Rockford (23), Roosevelt (22), St. Francis (21), Concordia (21), Illinois Benedictine (21), Northern Illinois (21), Southern Illinois-Carbondale (21), Trinity Christian (21), Aurora (20), Eastern (20), Elmhurst (20), North park (20), St. Xavier (20), Trinity (20).

As seen in Table 6.4, Dupage County nigh schools have an average ACT composite score of 20.9. Thus, most students from their schools would have access to many of the universities listed. In Table 6.4, we also see that the average ACT composite scores for the schools in Peoria (18.9), Will (18.5), McLean (18.2), St. Clair (18.0) , Madison (17.9), and Cook (15.3) counties were below 19 points which is considerably lower than the 20 cut off for admission to the universities listed above. Cook County's average ACT composite score of 15.3 was 3.8 points below the state average composite score of 19.1 points.

As seen in earlier chapters, an area of great promise for development in Illinois could be related to its development as a center for international trade. The attractiveness of Illinois as a world commerce center is partially based upon the sophistication of the banking and finance industries that can be expanded. These job categories that will have to be filled with well prepared workers. These jobs are the hybrid jobs of an information based

sector of the economy. In order to fill these jobs, companies must be provided with workers who possess the proper literary skills to survive in an information based secotr of the economy. An indicator of labor force preparation for this type of work can be seen in the average English scores that were achieved in the ACT test. Table 6.5 gives this information.

Table 6.5

Average ACT English Score for 1986 - 1987 School Year by County

County	Average ACT English Score	# Above or Below Illinois Aver.(18.5)	(N=292)
1. Dupage	19.8	+1.3	(n=21)
2, & 3. Sangamon	19.4	+.9	(n=14)
Rock Island	19.4	+.9	(n=4)
4. Lake	19.1	+.6	(n=17)
5, & 6. Kane	19.0	+.5	(n=13)
Winnebago	19.0	+.5	(n=11)
7. McHenry	18.9	+.4	(n=12)
8. Peoria	18.8	+.3	(n=12)
9. Macon	18.7	+.2	(n=10)
10. Champaign	18.6	+.1	(n=10)
11. St. Clair	18.5	0.0	(n=11)
12. Will	18.4	-.1	(n=10)
13. McLean	17.9	-.6	(n=11)
14. Madison	17.7	-.8	(n=13)
15. Cook	15.3	-2.2	(n=123)

From: Illinois State Board of Education, School Report Card - 1986.

N.B. A few schools which offer high schools courses are not included in Table 6.5 because they do not have four complete years of high school, or, for other reasons, are not appropriate for comparison. These schools are the following: in Cook County - Andersen High School, Industrial Skills Center, Jones Metropolitan High School, Senn Industrial Center; in Lake County - Brainerd Building School, Zion-Benton Township High School Horizon Campus and H. W. Pearce Campus; in Rock Island County - United Township High School North and South Campus; in St. Clair County - East St. Louis High School Lincoln Campus and East St. Louis Senior High School; in Will County - Lockport Township High School Central Campus and East Campus, Lincolnway High School Central Campus and East Campus; in Winnebago County - Washington Central Cooperative Vocational Program.

In Table 6.5, Dupage County (19.8), Sangamon County (19.4), and Rock Island County (19.4) had the highest scores in English on the ACT test and Mc Lean County (17.9), Madison County (17.7), and Cook County (15.3) scored the lowest in English skills on the ACT test.

The global economy will demand that Illinois provide skilled engineers and persons able to cope with the new high technology. An indicator of labor force readiness for these new roles can be seen in the scores of the Illinois high schools on the ACT mathematics section. Table 6.6 gives this information.

Table 6.6

Average ACT Mathematics Score for 1986 - 1987 School Year by County

County	Average ACT Mathematics Score	# Above or Below Illinois Aver.(17.9)	(N=292)
1. Dupage	20.4	+2.5	(n=21)
2, 3, & 4. Kane	18.5	+.6	(n=13)
Lake	18.5	+.6	(n=17)
Rock Island	18.5	+.6	(n=4)
5. Champaign	18.2	+.3	(n=10)
6. St. Clair	18.1	+.2	(n=11)
7. McHenry	18.0	+.1	(n=12)
8. Sangamon	17.9	0.0	(n=14)
9, & 10. Macon	17.6	-.3	(n=10)
Winnebago	17.6	-.3	(n=11)
11. Peoria	17.3	-.6	(n=12)
12. Will	17.1	-.8	(n=10)
13. McLean	16.3	-1.6	(n=11)
14. Madison	15.9	-2.0	(n=13)
15. Cook	15.3	-4.3	(n=123)

From: Illinois State Board of Education, School Report Card - 1986.

N.B. A few schools which offer high schools courses are not included in Table 6.6 because they do not have four complete years of high school, or, for other reasons, are not appropriate for comparison. These schools are the following: in Cook County - Andersen High School, Industrial Skills Center, Jones Metropolitan High School, Senn Industrial Center; in Lake County - Brainerd Building School, Zion-Benton Township High School Horizon Campus and H. W. Pearce Campus; in Rock Island County - United Township High School North and South Campus; in St. Clair County - East St. Louis High School Lincoln Campus and East St. Louis Senior High School; in Will County - Lockport Township High School Central Campus and East Campus, Lincolnway High School Central Campus and East Campus; in Winnebago County - Washington Central Cooperative Vocational Program.

In Table 6.6, we see that again Dupage County (20.4) has the highest average mathematics score in the ACT test. These skills are especially important in Dupage County where the high technology corridor has developed around the Fermi Lab. McLean County (16.3), Madison County (15.9), and Cook County (15.3) had the lowest average grades in the ACT mathematics section in the state. High schools in Cook County scored 5.1 points below Dupage County schools in this measure of mathematics achievement.

Chapter 7

Conclusion

==== The economy in Illinois is languishing in most areas of the state as Illinois attempts to adjust to the global economic competition which has destroyed the manufacturing sector of the state economy.

==== The restructuring of the world economy has led to an increased demand for a literate work force to staff the expanding service sector of information based industries and has also led to an increased need for sophisticated highly educated workers to fill jobs in the high technology industries.

==== The few Illinois counties that have fared well in this time of economic restructuring also have school systems which have attained high achievement scores in national tests.

==== Cook County, Peoria County, Madison County, and St. Clair County have done poorly in both job growth and school performance.

==== Cook County which accounts for approximately two-thirds of all jobs in Illinois has performed dismally in job development between 1972 and 1985.

==== Cook County schools have the highest dropout rates in the state.

==== The majority of the students graduating from Cook County high schools have not performed well enough on the ACT exam to gain entrance into the vast majority of four year colleges in the state.

==== Dramatic improvement in the schools must begin immediately as the future of the Illinois economy is truly at stake.

==== Finally, the continued success of the large private school systems in Illinois will be an essential ingredient in providing adequately prepared workers during the period of time that it will take for a number of presently ineffective schools to improve the quality of their instruction. As noted by the Illinois General Assembly in its school reform legislation for the Chicago Public Schools, a large concentration of these ineffective public schools are located in Cook County which also has within its boundaries one of the largest parochial school systems in the world. According to some observers, the parochial school system in Cook County is in dire financial straits. Thus, the continued existence of private schools throughout this period of educational reform is not to be assumed.

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